

**FCC 397 Exhibit 1
KFWR 95.9 KRVF 106.9 KTFW 92.1
ANNUAL EEO PUBLIC FILE REPORT**

Covering Period April 1, 2017 - March 31, 2018

Station Employment Unit includes: KFWR-FM / KRVF-FM / KTFW-FM Jacksboro, Kerens, Glen Rose, TX

Contact Information for SEU: LKCM Radio Group, 115 W. 3rd St., Fort Worth, TX 76102
817-332-0959

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

	Job Title	Date Hired	Station	Recruitment Source referring hiree
1	Account Executive	4/3/17	KFWR	20
2	Morning Show Co-Host	7/10/17	KFWR	20
3	Account Executive	7/24/17	KTFW	18
4	Account Executive	7/24/17	KTFW	18
5	Account Executive	7/24/17	KTFW	18
6	Account Executive	7/24/17	KTFW	20
7	Admin Assistant	8/28/17	KRVF	25
8	Account Executive	9/5/17	KFWR	17
9	Morning Show Co-Host	11/1/17	KRVF	17
10	Account Executive	1/8/18	KFWR	5
11	Morning Show Co-Host	2/1/18	KFWR	32
12	Account Executive	3/12/18	KTFW	20
13	Account Executive	3/20/18	KRVF	9

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Full time positions for which this RS utilized:	Number of Interviewees Referred by RS this period:
1	University of North Texas 1155 Union Circle, #305070 Denton, TX 76203-5017 940-369-8906		
2	American Broadcast School -712 N.Watson Ste. 200 Arlington, TX 76011- 817-695-2474		
3	Corsicana Daily Sun-405 E. Collin Corsicana, TX 75110- 903-872-3931		
4	95.9 KFWR broadcast commercials - 201 Main St. Ste. 1300 Fort Worth TX 76102	8	10
5	www.959theranch.com	2	1
6	TX Assoc of Broadcasters-502 E. 11th Street Ste. 200 Austin, TX 78701-512-322-9944	3	7
7	Waxahachie Daily Light - 200 W Marvin Avenue, Waxahachie TX 75165-3040 972-937-3310		
8	Allaccess.com- 28955 Pacific Cast Highway Ste. 210-5 Malibu, CA 90265 - 310-457-6616	3	11
9	106.9 KRVF broadcast commercials - 214 N. Main St. Corsicana, TX 75110 903-874-8884	2	4
10	www.1069theranch.com	1	3
11	Ennis Journal - 104 S. Dallas Street Ennis TX 75119, 972-872-9565		
12	WWW.AllAboutCountry.com		
13	Waxahachie Chamber of Commerce 102 YMCA Drive Waxahachie TX 75165 972-937-2390		
14	Texas Workforce Commission 301 W. 13th Street Fort Worth TX , 76102-4699 817-336-3727		
15	Texas Workforce Commission 919 E HWY 377 Suite 8 Granbury TX 76048-1436 817-573-4282	2	2
16	TCU Radio Department, www.ktcu.tcu.edu, TCU Box 298020 Ft. Worth TX 76129, 817-257-7631		
17	Industry Referral - Other	2	2
18	92.1 HANK FM broadcast commercials - 403 Temple Hall Hwy, Suite 8, Granbury TX	8	8
19	www.921HankFm.com		
20	Employee Referral	4	6
21	Jacksboro Chamber of Commerce; 302 S. Main Street, Jacksboro Texas 76458; 940-567-2602 Office@jacksborochamber.com		
22	Pronto Staffing; P O BOX 1577 Gainesville TX 76241; 817-641-5627; www.prontostaffing.com		
23	Rehire		
24	WWW.Facebook.com/95.9 The Ranch		
25	www.facebook.com/106.9 The Ranch		
26	WWW.facebook.com/92.1 Hank FM	1	5
27	Express Employment Professionals - 2501 Parkview Drive Ste #101, Fort Worth Texas 76102		
28	Capital Professional Staffing LLC - 420 Throckmorton Ste 20, Fort Worth, TX 76102		
29	Ennis Daily News/Ellis County Town & Country Leader - 213 N Dallas St., Ennis TX 75119 972-875-3801		
30	TCU Career Fair		
31	www.indeed.com		
32	Internal Promotion	1	3
	Totals	37	62

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative	Brief Description of Activity
Training designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Engineer attended two days of seminars and workshops at the TAB conference to expand knowledge and experience in multiple facets of radio operations (Aug 2017). Full day of RAB training to 7 sales reps which can help provide both sales and management skills (Oct 2017). Station Management enrolled in The Alternative Board, and maintains a program designed for sustained leadership, development and growth of management personnel. (monthly)
Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting.	1) KFWR and KTFW hosted the 2017 Student Media Tour on March 2, 2018. Students from University of Texas-Arlington, Texas A&M, Baylor, University of North Texas, Stephen F. Austin, and Baylor, majoring in broadcast, marketing, journalism, advertising, and strategic communications, received "education outside the classroom". Managers and experienced station personnel shared career advice and insights on entry-level jobs. 2) Promotions Director attended TCU Fall Career Fair Sept 13, 2017. Spoke with dozens of interested college students. 3) Forte Jr High students met with a station personnel and management for a career day field trip to learn about radio careers on May 19, 2017.
Participation in job fairs	Station personnel with responsibility in hiring decisions actively participated in Fall Career & Intern Expo Sept. 13, 2017 at Texas Christian University. The station also actively participated in the Diversity Employment Day Career Fair with the aim to recruit, promote and reaffirm commitment to diversity in the workplace on both October 25, 2017 and again March 21, 2018.
Training to management personnel as to methods of ensuring equal employment opportunity and preventing discrimination	HR / Business manager participated in seminar hosted by Pillsbury, Winthrop, Shaw, Pittman March 2018 on harassment & discrimination and CoAdvantage webinars preventing workplace bullying Oct 2017